

Visiting Medical Officer Contractor - Advanced Practice Status for Rural Maternity

Human Resources Policy

Effective Date: August 2012

1 PURPOSE

To outline arrangements for the classification scale of visiting medical officer (VMO) contractors engaged in rural maternity services.

2 APPLICATION

This policy applies to VMO contractors.

3 GUIDELINES

Guidelines may be developed to facilitate implementation of this policy. The guidelines must be consistent with this policy.

4 DELEGATION

The 'delegate' is as listed in the Queensland Health Departmental Human Resource (HR) Delegations Manual, Hospital and Health Services Human Resource (HR) Delegations Manual – HRM Functions of the Director-General Queensland Health, or the relevant Hospital and Health Boards Human Resource (HR) Delegations Manual, as amended from time to time.

5 REFERENCES

- Health Service Directive – Terms and Conditions for Contractors providing Health Services and Employees exercising a Right to Private Practice (QH-HSD-014)
- Terms and Conditions of Employment, Queensland Government Visiting Medical Officers 2011 (2011 VMO Agreement)
- Queensland Health Clinical Services Capability Framework for Public and Licensed Private Health Facilities v3.0, 2011

6 SUPERSEDES

- Circular HR 30/08 - Visiting Medical Officer (VMO) Contractor – Advanced Practice Status for Rural Maternity Services

7 POLICY

Queensland Health has developed a classification scale of VMO contractors engaged in rural maternity services. The classification is VMO advanced practice (VMOAP) and is equivalent to the rates payable to the visiting specialist classification scale.

7.1 Eligibility criteria

A VMO contractor can be considered for the VMOAP classification if they satisfy the following eligibility criteria:

- Engaged as a VMO in a recognised rural maternity service.
- Have current credentialed practice privileges in obstetrics and/or anaesthetics within Queensland Health or the relevant Hospital and Health Service (HHS).

This classification does not apply when a VMO contractor is engaged in work not pertaining to obstetrics and/or anaesthetics. VMOs contracted to provide services in other clinical disciplines are to be paid at the rate prescribed under the VMO classification scale or the VMO with Fellowship of the Royal Australian College of General Practitioners (FRACGP) and/or vocational registration scale.

7.2 Rates payable

The rates payable to a VMOAP are:

Years of eligibility for credentialed practice in obstetrics/anaesthetics	Loaded rates payable as at 01/07/12 (p/h)	Loaded rates payable as at 01/07/13 (p/h)
1 st Year	\$216.34	\$221.75
2 nd Year	\$223.68	\$229.28
3 rd Year	\$230.86	\$236.62
4 th Year	\$236.67	\$242.59

A VMOAP **cannot** progress or be appointed at a senior status level.

7.3 On call

The rates payable to a VMOAP rostered on call are based on the level of frequency of participation in the on call roster arrangements agreed with Queensland Health or the relevant HHS. The on call rates are:

Frequency of participation in the on call roster arrangements	On call rates payable as at 01/07/12 (p/h)
More frequently than one in four (level 1)	\$11.58
One in four or up to one in seven inclusive (level 2)	\$9.27
Less frequently than one in seven (level 3)	\$6.95

7.4 Recall

Recall refers to the attendance of a VMOAP at the facility/department to provide services of a clinical nature at times other than scheduled sessions. The rates payable

to a VMOAP for recall are:

Years of eligibility for credentialed practice in obstetrics or anaesthetics	Loaded recall rates payable as at 01/07/12 (p/h)		
	Monday to Friday (excl public holidays) between 8.00am and 6.00pm	At other times between the hours of 8.00am and midnight (2400 hours)	Between midnight (2400 hours) and 8.00am
1 st Year	\$234.10	\$234.10	\$312.14
2 nd Year	\$242.04	\$242.04	\$322.72
3 rd Year	\$249.81	\$249.81	\$330.08
4 th Year	\$256.09	\$256.09	\$341.46
Years of eligibility for credentialed practice in obstetrics or anaesthetics	Loaded recall rates payable as at 01/07/13 (p/h)		
	Monday to Friday (excl public holidays) between 8.00am and 6.00pm	At other times between the hours of 8.00am and midnight (2400 hours)	Between midnight (2400 hours) and 8.00am
1 st Year	\$239.95	\$239.95	\$319.94
2 nd Year	\$248.10	\$248.10	\$330.80
3 rd Year	\$256.05	\$256.05	\$341.40
4 th Year	\$262.50	\$262.50	\$350.00

A VMOAP who is recalled to duty Monday to Friday (excluding public holidays) between 8.00am and 6.00pm is to be paid for the actual time spent providing services.

For services provided at the request of Queensland Health or the relevant HHS during other on call times, a VMOAP is to be paid for a minimum of two hours for the first recall and a minimum of one hour for each subsequent recall in any 24 hour period commencing at 8.00am.

When the time spent by the VMOAP exceeds the minimum abovementioned periods, the VMOAP is entitled to be paid for the actual time spent, calculated to the nearest quarter of an hour. A subsequent request for service that is made during the minimum periods of two hours and one hour does not constitute a separate request for services and the VMOAP is not entitled to payment for it.

8 APPLYING THE POLICY

8.1 Process to access the VMOAP classification

For a VMO contractor to access the VMOAP classification, the following is to occur:

- A VMOAP candidate is granted clinical scope of practice in obstetrics and/or anaesthetics by the respective credentials committee.

- The appointing HHS nominates the VMOAP candidate.
- The state VMOAP moderation panel is to be established for the purpose of approving VMOAP status.
- The state VMOAP moderation panel approves (or otherwise) VMOAP status for the candidate upon confirmation of credentialed clinical scope of practice in obstetrics and/or anaesthetics, the practice of the VMOAP candidate and its conformity to the maternity service profile of the facility in which the VMO is providing advanced skills service (refer Queensland Health Clinical Services Capability Framework for Public and Licensed Private Health Facilities v3.0).
- The state VMOAP moderation panel notifies the nominating HHS of the outcome of its deliberation.
- The nominating HHS engages the state VMOAP moderation panel approved VMO contractor at the VMOAP rates.

The purpose of the state VMOAP moderation panel is to consider applications for VMOAP status. The panel is comprised of:

- Executive Director, Rural and Remote Medical Services (or delegate) in the role of chairperson.
- Deputy Executive Director, Office of Rural and Remote Medical Services.
- A rural generalist medical superintendent from each HHS (to be nominated by the state moderation panel – VMOAP).
- Three rural generalist/senior medical officers with advanced skills (to be nominated by the rural medical panel statewide (RuMPS) membership).
- Two clinical advisors from the Office of Rural and Remote Health.

The VMOAP classification scale does not apply to VMOs engaged as Queensland Health employees.

9 HISTORY

August 2012	Amended to: <ul style="list-style-type: none"> • include increased rates in line with the 2011 VMO Agreement as approved by briefing note WRU0032 • amend delegations and references sections • update references to hospital and health services.
December 2009	Amended to clarify section 5 reference to Queensland Health Clinical Services Capability Framework v2.0.
May 2009	Amended composition of the State VMOAP Moderation Panel (section 8.1)
October 2008	Amended clauses 7.3 and 7.4 to reflect information in Circular HR 30/08, which superseded ER 67/07.
August 2008	Developed as a result of the HR policy consolidation project.